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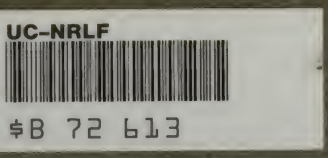

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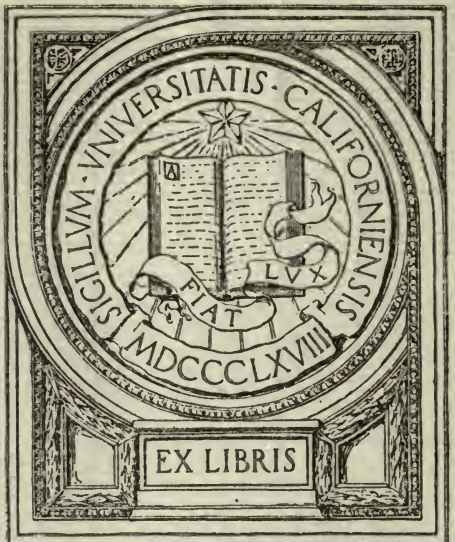

THE RECRUITMENT OF OFFICERS IN TIME OF PEACE IN THE PRINCIPAL ARMIES OF EUROPE

PREPARED BY THE WAR COLLEGE DIVISION, GENERAL STAFF CORPS AS A SUPPLEMENT TO THE STATEMENT OF A PROPER MILITARY POLICY FOR THE UNITED STATES

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RECRUITMENT OF OFFICERS IN TIME OF PEACE.

I. ACTIVE ARMY.

1. GERMANY.

In the active army.—In time of peace officers are obtained principally from two sources:

1. From the corps of cadets.

2. From young men of education and culture who enter the army as *Fahnenjunkers* (ensigns).

Appointment as a commissioned officer must be preceded by appointment as *Fahnrich* (ensign). Appointment as *Fahnrich* is conditional upon:

(*a*) The age limits within which persons may be appointed ensigns are 17½ and 23.

(*b*) Educational qualifications: Diploma from a *Gymnasium*, *Real Gymnasium*, *Ober Realschule*, corps of cadets, or passing the *Fahnrich* examination.

(*c*) Certificate of conduct, adaptability, and proficiency after at least six months' service with troops.

Appointment as commissioned officer is conditional upon:

(*a*) Attendance at a "war school" (in exceptional cases this may be dispensed with; for instance, where a candidate has studied several terms at a higher educational institution).

(*b*) Passing the "officers' examination" at a "war school" or as a member of the *Selekta* (a selektaner; see military schools of Germany).

(*c*) A favorable indorsement or certificate from the troop unit to which attached.

(*d*) Election by officers of the regiment.

The election of new officers by the corps of officers was introduced in the Prussian Army in 1808. Through it the aristocratic character of the German Army is maintained. For conspicuous bravery or conduct on the field of battle recommendations for a commission may be made. But here, also, such a recommendation must be preceded by a vote of the officers of the regiment.

Officers on the active list who on account of age or disability are required to leave the service are entitled to a pension, depending in amount on rank, length of service, character of disability. Offi-

cers on the reserve and *Landwehr*, upon reaching the required statutory age, pass to the Landwehr or *Landsturm*, respectively, if they do not desire to continue in the reserve of the *Landwehr*. Should they become disabled in the line of duty they are entitled to the same pensions as officers of the active army.

The *officer aspirant* must be at least 23 years of age, must be unmarried, a German by birth, and be physically qualified for service. Each candidate should have a diploma from a certain type of institution, and should have served a period of one year in the Army. In place of the examination which is given to the cadet when he leaves a cadet school, the *officer aspirant* must qualify in the following:

German language and literature; in three other languages chosen from the following: Latin, Greek, French, English, or Russian; history, geography, and mathematics are obligatory. In case he is a graduate of one of the higher Royal schools one of the languages is replaced by physics and chemistry. There are certain other requirements which are elective, such as map reading and topographical sketching.

Having passed these tests he is then required to enter the army for six months' service as a temporary officer, at the end of which time he is sent to one of the "war schools," and upon graduation from this last institution may become an officer. The cadet schools, however, furnish about one-third of all the officers in the German service.

2. FRANCE.

Officers are recruited from three principal sources: the great military schools, schools for noncommissioned officers, and from selected warrant officers of at least 10 years' service as noncommissioned officers. The proportion from the last class is about one-fifth of the promotions to the grade of sublieutenant.

Commissions in the French Army are obtained by passing through one of the military schools, either with or without previous service in the ranks.

Young men who desire a commission without going through the ranks must, in the first instance, pass through the *Ecole Speciale* at St. Cyr, for the infantry and cavalry, or the *Ecole Polytechnique* for the artillery and engineers.

After passing successfully out of St. Cyr the young infantry officers pass direct to their regiments.

Cavalry candidates have to complete a course of instruction at the *Ecole d'Application*, at Saumur, and artillery and engineer candidates, after passing out of the *Ecole Polytechnique*, a course at the similar establishment at Fontainebleau.

Admission to the *Ecole Speciale*, at St. Cyr, is by competitive examination, the age limits being between 18 and 21. The students form a battalion of 6 companies. The course lasts 2 years, and the number of competitors is always large.

The *Ecole Polytechnique*, in addition to the training of artillery and engineer candidates, supplies young men for the naval and state engineering departments, telegraphs, state factories, etc. Admission is by competitive examination, and the age limit as for St. Cyr (with certain exceptions in favor of soldiers). The course lasts two years. The *Ecole d'Application*, at Saumur, completes the education of young cavalry officers from St. Cyr, and the *Ecole d'Application*, at Fontainbleau, that of the young officers of artillery and engineers going from the Polytechnique. The course at the former establishment last 11 months, at the latter two years.

The *Ecole Militaire*, at St. Maixent, completes the military instruction of "sous-officers" of the infantry and cavalry, who, in peace time, only receive commissions after passing the course with credit. Candidates must have at least two years' service in the rank of "sous-officer" before being allowed to compete, and they have also to pass a preliminary examination at their regimental schools. Admission to the school is by competition, and the course lasts one year. Those who pass through it successfully are appointed sublieutenants.

The *Ecole Militaire* at Versailles for noncommissioned officers of artillery and engineers is organized on similar lines.

3. AUSTRIA-HUNGARY.

Officers for the Imperial Austro-Hungarian Army are recruited from two distinct sources—from the military schools and from the cadet corps. The schools or military academies—for so they might be called—are two in number, one at Neustadt, outside of Vienna, and the other in Vienna itself. The first provides officers for the infantry, cavalry, and pioneers, and the technical academy at Vienna for artillery and other engineer officers. The candidates for admission to these institutions must be between the ages of 18 and 21, and, after having undergone the course of instruction, are named by the Emperor to the position of lieutenant and assigned by the Minister of War in accordance with the needs of the service, although a choice is given them of the arm in which they desire to serve. The cadet schools are not exactly analogous to any of the schools heretofore mentioned, but are rather elementary in their nature. They take, as a rule, young men from 14 to 18 years of age. These young men do not necessarily belong to the army, but a part of the vacancies are saved for a certain number of young men who are already serving voluntarily in the army who complete a period of from six months to one

year. The duration of a course at this school is four years, but the two first are devoted solely to perfecting the student in the line of a general education, and the last two solely to studies which are professional and military.

The cadet schools are 18 in number. There are 15 infantry schools, one cavalry school, one artillery school, and one for pioneers. Those graduates who have completed satisfactorily the course are assigned throughout the service where vacancies exist. Those who have formerly served are, upon their reentrance into service, assigned to the corps in which they originally served. They take rank among all other cadets throughout the army, seniority being determined by the rank upon leaving the school. All cadets, of whatever school, are placed upon a single list according to the arm and are drawn in accordance with the vacancies by seniority. During the time in which they are serving as a cadet officer they are exercising the functions of an officer but without rank. It is during this period that they are passed upon by their regimental commanders and by the officers of the regiment, recommendation from whom is necessary before the cadet receives his final commission. Generally speaking, about five-sixths of the infantry and cavalry, and about four-sixths of the special arms, come from the cadet schools.

4. ITALY.

The law governing the recruitment of officers in the Italian Army has been in force since 1832, and few, if any, changes have been made. With no exceptions all officers must pass through the royal academy at Turin and the royal military school at Modena. The law requires that no one shall be promoted a sublieutenant who has not reached the age of 18 years unless he has served two years as a noncommissioned officer in the active army and has established to the satisfaction of all concerned his qualifications for this position. One-third of all vacancies in the grade of sublieutenant are reserved for noncommissioned officers; the two other thirds are left to the graduates of the military establishments. The royal military academy at Turin furnishes all the officers for the artillery and engineers, while the royal military academy at Modena furnishes those for the infantry and cavalry. In addition, there are a number of schools of application, mainly for artillery and cavalry. These cadet schools are open to all native-born Italians between the ages of 15 and 20, but the age limit can be extended to 23 in case the applicant has served with the colors. The duration of the course in the two first-mentioned establishments is three years; sublieutenants of the special arms, on leaving the academy, must pass two more years in a second school, namely, the school of application, also at Turin, and upon

graduation from this institution they are named lieutenants. The sublieutenants of cavalry are sent to the cavalry school at Modena for one year more to finish their professional instruction. The sublieutenants of infantry alone are sent directly to their corps without any further instruction.

The noncommissioned officers who are named have no opportunity of undergoing such a course as is laid down for the sublieutenants of the special arms, but pass directly into the grade of sublieutenant, after examination, as do the sublieutenants of infantry on leaving the military academy. It has been found that all of these various catagories reach their lieutenancies in practically the same time, but the noncommissioned officer, owing to his age, as well as for other reasons, seldom passes the grade of captain, although a few attain the grade of major.

5. RUSSIA.

Owing to the fact that the military profession is the most important one in all Russia, the number of applicants for entrance into the corps of officers is very large, and considerable care must be taken in the selection of the material which applies for commissions. Before the war the corps of officers was recruited from the following sources:

1. The corps of pages of the Emperor.
2. The military schools.
3. From military academies for those young men of superior education who desired to perfect themselves after service of one year with the colors.
4. From noncommissioned officers appointed directly from the ranks.

Preparatory schools.—School of Pages at Petrograd. Sons of high dignitaries of the court. Nine years of instruction, of which seven are devoted to general education and the last two to military instruction.

Cadet schools.—Sons of officers and dignitaries of court, from 10 to 18 years of age. Since 1909, by paying certain fees at designated schools, the sons of merchants and of other civilians may attend.

Seven years of instruction. The organization is military, but instruction is under civil professors.

There are four of these schools at Petrograd, three at Moscow, one at Orel, at Voronege, at Novi Novgorod, at Polotsk, at Pskov, at Poltava, at Soumy, at Kiev, at Jaroslow, at Warsaw, at Symbirsk, at Odessa, at Omsk, at Tiflis, at Novotchevkask, at Khaborovsk, two at Orenburg, one at Taskhevt, at Vladikavkas, at Valsk, and at Irkontsk—29 in all.

Military schools.—Pages of the Emperor.

The upper class at the School of Pages is admitted by examination, and the course covers two years of military studies. A classification is made at end of course into four categories:

1. Graduates who are nominated sublieutenants in the guard (with rank of lieutenant).

2. By nomination to line of the army with commission antedated by one year.

3. Nominated sublieutenants at date of graduation.

4. Assigned as noncommissioned officers in a corps for six months' service.

Military academies.—Entrance by examination. Minimum age, 16 years. Young men coming from secondary civil schools or from cadet schools, who must show a certificate of proficiency.

For infantry officers.—There are 12 schools, the course being two years.

For cavalry officers.—There are three schools, the course being two years.

For artillery officers.—There are two schools, the course being three years.

For Cossacks.—There are two schools.

For engineers.—There is one school at Petrograd, with a course of three years.

The graduates of infantry and cavalry can, upon leaving their special schools, continue for a third year in the artillery and engineer school, and thus enter these arms.

6. GREAT BRITAIN.

The commissions in the regular army are given to the following persons:

A commission as second lieutenant in the cavalry or infantry may be given—

To a cadet who has passed through a course of instruction at the Royal Military College, Sandhurst, or to a cadet of the Royal Military College, Kingston, Canada.

To an officer of the special reserve of officers, militia, or territorial force, to an officer of the local military forces of the colonies, or to a second lieutenant or a lieutenant of the Royal Malta Artillery.

To a candidate from a university.

To a warrant officer or noncommissioned officer.

In the case of an appointment as second lieutenant of a regiment of the Household Cavalry, the nomination for the approval of a qualified candidate shall be vested in the colonel in chief of the brigade.

In the case of an appointment as second lieutenant in the Foot Guards, the colonel of the regiment concerned shall nominate for approval a candidate qualified under this article.

A commission as second lieutenant in the Royal Artillery may be given—

To a cadet who has passed through a course of instruction at the Royal Military Academy, Woolwich, or to a cadet of the Royal Military College, Kingston, Canada.

To an artillery officer of the special reserve of officers, militia, or territorial force.

To an officer of the local military forces of the colonies.

To a candidate from a university.

To a warrant officer or noncommissioned officer.

A commission as second lieutenant in the Royal Engineers may be given—

To a cadet who has passed through a course of instruction at the Royal Military Academy, Woolwich, or to a cadet of the Royal Military College, Kingston, Canada.

To a warrant officer or noncommissioned officer.

A commission as second lieutenant in the army service corps may be given—

To a qualified officer of the regular army, of the royal marines, with not less than one year's commissioned service.

To a cadet who has passed through a course of instruction at the Royal Military College, Sandhurst, or to a cadet of the Royal Military College, Kingston, Canada.

To an officer of the special reserve of officers, militia, or territorial force.

To an officer of the local military forces of the colonies.

To a candidate from a university.

By open competition.

To a warrant officer or noncommissioned officer.

Before final appointment to the army reserve corps, all candidates shall be required to pass a probationary period of one year from the date of joining. When it is desirable in the interests of the service, the probationary period may be terminated earlier.

A commission as second lieutenant on the unattached list of candidates for appointment to the Indian Army may be given to a cadet who has passed through a course of instruction at the Royal Military College, Sandhurst, or to a cadet of the Royal Military College, Kingston, Canada, or to a duly qualified candidate from a university.

A commission as director of music in the army may be given to a bandmaster of specially meritorious service and not over 55 years of age.

A commission as lieutenant in the cavalry, the infantry, or the army service corps, may be given to a quartermaster or ridingmaster not over 32 years of age.

A commission as lieutenant on the list of district officers of the Royal Artillery, or in the coast battalion of the Royal Engineers, may be given to a quartermaster or a ridingmaster, or to a warrant officer or noncommissioned officer of the Royal Artillery or Royal Engineers, not over 40 years of age. The above limit of age may be extended in a case of promotion for service in the field.

A commission as quartermaster or ridingmaster may be given to an officer, a warrant officer, or a noncommissioned officer, not over 40 years of age.

The above limit of age may be extended in the following cases:

(*a*) If promoted for service in the field.

(*b*) If selected for an extra regimental appointment in the army, not being a departmental appointment, or if promoted before attaining the age of 40 to the rank of quartermaster-corporal-major, or quartermaster-sergeant, or to an appointment which carries with it the rank of warrant officer; in which case the limit of age may be extended to 45.

II. RECRUITMENT OF RESERVE OFFICERS.

7. GERMANY.

Officers of the reserve are recruited from—

1. Officers of the active army who have been furloughed after 18 years' service.

2. Officers who leave the service before the completion of that period.

(*a*) Officers who have not finished 18 years' service are assigned with their actual rank and in accordance with their age to the reserve and landwehr.

(*b*) Officers after 18 years' service are classed as being "at disposal," and if they are capable of being utilized are often employed with higher rank.

(*c*) Those officers whose age and health do not permit them to be placed "at disposal" are sent to depots for duty.

3. From former one-year volunteers who fulfill certain conditions.

Prerequisites to such an appointment from this last-named class are—

(*a*) Participation in two courses of practical exercises of eight weeks' duration each, as a rule, during the two years next following their discharge from service. The first of these periods the aspirant performs the duties of a noncommissioned officer and the second period as an officer.

(*b*) Election. In peace time by the corps of officers of the landwehr district. Officers who are "furloughed" may be required, if reserve officers, to attend on three separate occasions exercises lasting from four to eight weeks each. As a matter of principle they are attached, in event of mobilization, to the organization to whose reserve they belong. A reserve officer advances to a higher grade *pari passu* with the regimental officer of the line next below him.

Officers who are "furloughed" may be required as landwehr officers to attend exercises especially ordered for the landwehr, or if they wish, to duty with troops of the active army. They are assigned either to troops of the landwehr or line.

8. FRANCE.

Officers of the reserve consist of—

1. Officers of the active army who have retired under certain conditions.

2. Students of the polytechnic, forestry and other schools where a certain amount of military instruction is required. These men pass an examination and are then attached to regiments as reserve officers for one year.

3. Certain noncommissioned officers of the reserve.

As a general rule the above-mentioned categories retain their appointments (promotions being allowed to include the grade of captain) as long as the class to which they would belong remains in the reserve of the regular army. They then pass into the territorial army with same rank.

Subalterns of the reserve may be promoted to be captains after certain periods of service in the lower grades.

Captains of the reserve who have previously served as captains are eligible under conditions to a majority.

Sublieutenants in the reserve are eligible for promotion to lieutenancies in the territorial army, and captains of reserve to majors in the territorial army.

Officers of both reserve and territorial armies, at their request, may be retained after expiration of legal term of service, but field officers may be retired at 65 and others at 60 years of age.

9. AUSTRIA-HUNGARY.

The reserve officers necessary to complete the units of the common army upon mobilization are provided by:

1. Using all officers who are furloughed from the service. Each officer who has finished three years in the active army is permitted to pass into the reserve and remain there until 60 years of age, provided he engages to serve in case of war.

2. By the promotion to the grade of lieutenant of former cadets or volunteers who engaged under obligation to become reserve officers after a year's service.

These officers are very numerous, and the needs of mobilization are amply provided for.

Officers of the landwehr or honved are supplied as follows:

1. By transfer to the landwehr (or honved according to nationality), upon request, of officers who have served 10 years in the army or reserve.

2. By nominating to the rank of second lieutenant young men, able to pass the recruiting requirements, who pass through special schools for instruction of officers of the landwehr or honved.

3. By promotions in the landwehr or honved to the several grades of officers, made in conformity with regulations governing promotion in the active army.

These last promotions are governed by conditions sufficiently rigorous, and it is impossible to reach the higher grades without having served in the active army as a subaltern.

In Hungary the conditions for entrance to the honved have been carefully and conscientiously watched, so that this force has attained practically the standard of a semipermanent force. The same can be said of the forces in Galicia, Croatia, and Bohemia.

10. ITALY.

The military system of this country differs considerably from those of other European countries, and for this reason there is a different system for the selection and assignment of the additional officers needed for the troops of the second and third lines.

Additional officers are obtained about as follows:

There are two courses of instruction:

(*a*) A six months' course for all young men holding certificates from the lyceums or similar institutions. This does not apply to the cavalry, train, or field artillery.

(*b*) A course of nine months for those young men having only a certificate of admission for a two-years' course at lyceums, or those having undergone a general examination for a commission.

These courses are taken by young men from 18 to 26 years of age who are not yet drawn for service either as corporals or privates of the active army; also by privates and corporals on unlimited furlough who ask for a return to the active army.

The courses are placed under the superior direction of corps commanders and the young men assigned to a special unit for the course. It is divided into two equal parts, and at the completion of each part the candidates must pass an examination. At the end of the first period they are appointed corporals, and at the end of the second period sergeants, provided their work has been satisfactory.

The candidates who are appointed sergeants are then required to perform four months with a unit, and at the end of this stage they must pass the required officer's examination.

They are then furloughed, but at the end of two months they are called as officers and assigned to still another unit to serve three months as officers.

Noncommissioned officers on unlimited furlough can be commissioned by passing an officer's examination.

The students at military colleges and schools who have successfully passed the second year's examination can be appointed additional officers only after a period of service of three months as officers. Other students, by passing an examination and showing proficiency, must serve four months as privates and four months as sergeants before qualifying sufficiently to serve their three months as officers.

11. RUSSIA.

The reserves of the active army are officered by (1) assigning officers who are "on furlough" or "retired" but still bound to render service in time of war; (2) volunteers who have passed a special examination at the end of their service, as well as selected noncommissioned officers passing the examination after a probationary period of six weeks. Both of these can be appointed ensigns in the reserve.

Officers of the reserve called in case of mobilization can be promoted to a higher grade, provided they have had at least four years in their grade since last promotion, have had at least four months' actual service upon rejoining their organizations, and have passed a satisfactory examination.

Once a year—in the summer—a special commission is assembled which is charged with the examination of candidates for the reserve officers.

The examinations are briefly as follows:

For the infantry:
1. Regulations and military law.
2. Field-service regulations.
3. Principles of infantry fire.
4. Field fortification.

For the cavalry:
1, 2, and 3 as for infantry.
4. Methods of hasty demolition.

For the artillery:
1 and 2 as for infantry, with necessary modifications.
3. A brief course on the different types of artillery.
4. As for infantry, with necessary modifications.

For the engineers: 1, 2, and 3 as for infantry, with necessary modifications for arm.

If successful the candidate is sent immediately to a reserve unit for active duty, the duration of which must be at least four months.

In case they are unsuccessful they may present themselves the following year and they may remain in the service during this period until time for examination.

The number of reserve officers is insufficient and there are a considerable number needed for mobilization purposes.

To remedy this deficiency a number of acting ensigns will have to be chosen from selected noncommissioned officers.

12. GREAT BRITAIN.

An officer who has retired from the regular forces on retired pay, or with a gratuity, shall be a member of the reserve of officers so long as he is liable to be recalled to army service under certain age limitations; until 50 if a lieutenant or captain; until 56 if a quartermaster, major, lieutenant colonel, or colonel; and until 67 if a general officer.

Provided that an officer who misconducts himself or who is certified by the regulated medical authority to be mentally or physically unfit may be removed from the reserve of officers.

A commission in the reserve of officers may be granted to—(*a*) the regular forces; (*b*) the special reserve of officers; (*c*) the auxiliary forces; or (*d*) the Indian military forces, with the exception of those who entered the Indian army subsequent to the 8th of January, 1892.

A gentleman who has served as an officer or cadet in the officers' training corps.

An officer who served in South Africa as an officer of the Imperial Yeomanry, City of London Imperial Volunteers, volunteer service companies, or colonial irregular corps may be granted a commission in the reserve of officers, subject to articles 688 and 690, and subject to the following conditions:

For the rank of captain he must have served in South Africa with the rank of captain for not less than 12 months.

For the rank of lieutenant he must have served in South Africa with the rank of captain or lieutenant for not less than six months.

An officer or a gentleman who has served as an officer or cadet in the officers' training corps, volunteering for service in the reserve of officers, shall, if his services are accepted, receive from the Government a commission as an officer in the land forces.

A commission shall not be granted to any officer or gentleman who has served as an officer or cadet in the officers' training corps who is not medically fit for service or whose character and qualifications are not satisfactory.

An officer who has retired from the auxiliary forces shall not be granted a commission in the reserve of officers unless he fulfills the following conditions:

For the rank of captain he must have had at least seven years' commissioned service at the time of his retirement, including three years as captain or field officer, and have qualified for the rank of field officer.

For the rank of lieutenant or second lieutenant he must have had at least two years' commissioned service at the time of his retirement and have qualified for the rank of captain.

An officer who has retired from the special reserve of officers may be granted a commission in the reserve of officers, subject to the following conditions:

He must have completed not less than 10 years' commissioned service in the special reserve of officers and have attained the age of 35.

An officer shall not be appointed to the reserve of officers in a rank higher than that which he held on retirement; nor shall he be granted a commission in that reserve if his age exceeds the following:

For appointment as a captain, 45.
For appointment as a lieutenant or second lieutenant, 40.

A gentleman who has served as an officer in the officers' training corps shall not be appointed to the reserve of officers in a higher rank than that of lieutenant, nor a gentleman who has served as a cadet in a higher rank than that of second lieutenant.

A commission in the reserve of officers shall not be granted to an officer who is serving in the special reserve of officers, the Channel Islands, or the Malta Militia, under the provisions of article 559.

The limitations of age and the qualifications prescribed by articles 683 to 690 may be dispensed with in cases where the army council consider it desirable in the interests of the service that the rules laid down in those articles should not be enforced.

An officer of the Royal Army Medical Corps with at least three, and not more than six years' service, may be permitted to join the reserve of officers for a period of seven years. While so situated he shall receive a retaining fee at the rate of £25 per year.

With the sanction of the army council he may be permitted to return to the active list, and if the period he has been in the reserve amounts to at least one year, and not more than three years, he shall be allowed to reckon one-third of such period toward promotion, gratuity, and pension.

Any army reserve officer shall report himself at the commencement of each year, in writing, to the army council. Should he fail to do so, he shall (unless he is an officer retired from the regular

forces, with liability for further service in case of emergency) be removed from the reserve at the end of the year in which he fails to report himself.

An officer appointed under article 682 or 683 shall be removed from the reserve, by notification in the London Gazette, at the age of 55, if a field officer; and at the age of 50, if a captain, lieutenant, or second lieutenant.

EMPLOYMENT ON ARMY SERVICE.

An army reserve officer shall be liable to be called to army service at home or abroad at a time of national emergency, or when a national emergency appears to be imminent.

An army reserve officer may, with his own consent and the sanction of the army council, be employed on army service at any time.

An army reserve officer shall, while employed on army service, and not over 65 years of age, be eligible for promotion.

An army reserve officer, not being a retired officer, and not coming under the conditions of article 496 (governing the rate of pay and allowances), shall be granted, from the date of joining for army service to the date on which his services are no longer required, and subject to article 501 (special pay allowances), the rates of pay and allowances granted to an officer on the active list of corresponding rank in the same branch of the reserve.

SPECIAL RESERVE OF OFFICERS, MILITIA, AND TERRITORIAL FORCE.

General qualifications.—To be eligible to attend a competitive examination, a candidate must fulfill the following conditions:

(*a*) He must be unmarried, and will not be accepted unless, in the opinion of the army council, he is in all respects suitable to hold a commission in the regular army.

(*b*) He must attain the age of 20 and not attain the age of 25 on the 1st of April for a March examination, or on the 1st of October for an examination in that month.

(*c*) He must have qualified at an army entrance examination or passed some other examination accepted in lieu thereof.

(*d*) He must serve for 18 months in the branch of the service to which he belongs.

NOTE.—Certificates A and B obtained in the officers' training corps entitle a candidate to reductions in the period of total service and attachment mentioned above.

An officer of the special reserve of officers must have completed his probationary training and been confirmed in his appointment.

An officer of the Irish Horse, Malta, Bermuda, or Channel Islands Militia, or territorial force must have completed a period of attach-

ment to a regular unit of the arm of the service to which he belongs and have been satisfactorily reported upon.

In the case of infantry the full period of attachment is 6 months, and in the case of other arms 12 months.

(*e*) He must be recommended by his commanding officer.

(*f*) If a candidate for the Royal Artillery, he must be an officer of the special reserve artillery, militia artillery, or territorial force artillery.

(*g*) If a candidate for Royal Field Artillery, he must also have an equitation certificate.

An officer of the artillery may, if eligible, compete as a candidate for the Royal Artillery, and also on the general list for other branches of the service.

COMPETITIVE EXAMINATION (WRITTEN).

Subjects.—Military history and strategy (2 papers), tactics (2 papers), field engineering (2 papers), map reading and field sketching (1 paper), military law (1 paper), military administration and organization (1 paper).

Qualifying minimum.—Four of the marks in each paper and five of the aggregate marks.

Practical test.—A candidate must also pass a practical test in map reading and field sketching.

UNIVERSITIES.

(Including Universities in the Overseas Dominions and Crown Colonies.)

General qualifications.—A certain number of commissions in the cavalry, Royal Artillery, infantry, army service corps, and Indian army are granted each half year on the nomination of such universities or groups of universities as have established courses of military instruction approved by the army council.

For a list of the universities empowered to nominate candidates see the regulations.

Nomination is made in January and July of each year.

A candidate must be: (*a*) Unmarried. (*b*) Suitable, in the opinion of the army council, to hold a commission. (*c*) Able to produce a certificate of good character from the head of the university or college.

Age.—A candidate must have attained the age of 21 and must not have attained the age of 25 on the 15th of January for the winter nomination or the 15th of July for the summer nomination.

(A candidate for appointment to the Indian army must be between the ages of 21 and 24 on the dates named.)

Antedate.—The commission of nominated candidates will be antedated 18 months from the date in which their names appear in the London Gazette.

A candidate who has graduated with first or second class honors may, on the recommendation of the nomination board, be granted such an additional antedate (not exceeding 6 months) as may be approved by the army council.

GENERAL OUTLINE OF TESTS WHICH MUST BE PASSED.

A candidate must—

1. Fulfill certain conditions as to residence or presence during a certain course of study at the university.
2. Undergo a course of military instruction at the university, qualify at an examination in military subjects.
3. Be a member of the university contingent of the officers' training corps.
4. Fulfill certain conditions as to attachment to a regular unit of the army.
5. Take a degree in an approved subject or group of subjects.
6. Pass a medical examination.

SUBJECTS OF WRITTEN EXAMINATION.

Group A:

1. Military History and Strategy (2 papers).
2. Tactics (2 papers).

Group B:

3. Field Engineering (2 papers).
4. Map Reading and Field Sketching (1 paper).

Group C:

5. Military Administration and Organization (1 paper).

Candidates who desire may take up the examination in three parts. For this purpose the subjects are divided into groups as shown.

III. MILITARY SCHOOLS.

13. GERMANY.

CORPS OF CADETS.

The organization of the cadet corps has been already outlined. Its members are largely the sons of army and navy officers and receive their subsistence, clothing, and tuition free, or at a nominal charge. After passing through one of the six "cadet houses," cadets enter the central cadet institute at Gross-Lichterfelde, in the vicinity of Berlin,

of which a colonel is the superintendent, where they are formed into companies and battalions for military drill and discipline.

The battalion organization has no connection with the classes, of which there are three, namely, the secunda, prima, and selecta. Each of the first named is again divided into a lower and upper section, known, respectively, as lower and upper secunda, lower and upper prima. Those of the cadets who complete their seventeenth year before April 1 of the current year, have an adequate bodily development, and who after passing through the upper secunda are deemed sufficiently prepared, are examined (in February or March) before the "superior military examining committee." With the exception of some of the most proficient and promising, who are entered in the selecta class, all who have passed the examination join regiments as titular sword-knot ensigns, thus being placed on substantially the same footing with the college (gymnasia or real school) graduates of the officer aspirants. The cadets who, having passed through the upper secunda, fail at the examination, as well as those who, though of sufficient age and physique are not admitted to it, are, as a rule, returned to their parents or entered in the army as privates, exceptionally so as noncommissioned officers, for the discharge of their liability to military service.

To the lower prima are transferred cadets of deficient age or physique who have passed successfully through the upper secunda, and also talented cadets of the same class standing who are not so deficient, but whose parents desire the transfer. In exceptional cases the latter class of cadets may also be appointed sword-knot noncommissioned officers and the former noncommissioned officers, all being at the same time members of lower prima. After successful passage through the lower prima, cadets are either admitted to the "ensign examination" or transferred to the upper prima, according to the expressed desire of their parents. If in the former case they pass the examination, as they almost invariably do, it depends upon circumstances whether they are sent to their regiments as titular or actual sword-knot ensigns. The course through upper prima, during which the members may hold the appointment of sword-knot noncommissioned officers, is terminated by what is termed the *Arbiturienten Examen.*[1] The cadets who pass the examination are transferred to the army as actual ensigns and simultaneously sent to the war school. If, after going through the latter, they pass the officer examination with credit, they are commissioned second lieutenants as of the date of their transfer to the army.

[1] This is also called the Maturitäts Examen, as the diploma issued to the person who has passed it declares that he is ripe or mature for the commencement of professional studies at the university.

The members of the selecta are at the close of the course subjected, if deemed proficient, to the officer examination; those who pass and who seem qualified by reason of their conduct and bearing while on and off duty, receive the appointment as second lieutenant. Such selecta cadets as have passed the examination, but whose deportment has not been altogether satisfactory, join regiments as ensigns, a period of not less than two months nor more than six months intervening before their advancement to the grade of second lieutenant. Those cadets who fail upon examination, or who by reason of deficient deportment or insufficient preparation are not admitted thereto, are appointed ensigns and join regiments, the former for reexamination at the end of three months. The latter may, without previous attendance of the war school, be reported by their commanding officer to the "superior military examining committee," as prepared for the "officer examination" when they have acquired the prescribed certificate of good conduct and good soldiership.

Upon passing the officer examination, and having been approved by the corps of officers, ensigns may be recommended for appointment as second lieutenants.

In Prussia the control of military training and education, disconnected from service with troops (excepting that of the war academy, which, being a staff college, is under the supervision of the chief of the general staff of the army), is lodged in a "general inspection of the system of military education and training," at the head of which stands a general of infantry as inspector general, to whom two officers (a lieutenant colonel and a major) are assigned as adjutants. Subordinated to the general inspection are—

1. *The "superior military committee of studies,"* consisting of 13 officers of high rank, to whom questions affecting the organization, course, and methods of studies of Prussian military schools (except the war academy) are referred for opinion.

2. *The "superior military examination committee,"* presided over by a major general, whose duties will be explained further on.

3. *The inspection of war schools*, headed by a colonel. These schools prepare sword-knot ensigns (Portépéefähnriche) of all arms for the so-called officer examination. They are located at the following places: Potsdam, Glogau, Neisse, Engers, Cassel, Hannover, Auklam, Metz, and Hersfeld. There is a similar institution at Munich, Bavaria.

The course lasts from 9 to 10 months and embraces tactics, manufacture of ordnance and ordnance stores, science of arms, field and permanent fortifications, attack and defense of strong places, military topography, and army administration. Artillery ranges and technical institutes and fortresses are visited by the students.

4. *The corps of cadets*, commanded by a major general, which consists of young men in training for the position of officer, distributed among six "cadet houses," situated, respectively, at Koslin, Potsdam, Wahlstatt, Bensberg, Plon, and Oranienstein, whence they are passed to the central cadet school at Gross-Lichterfelde. Except that the pupils are uniformed, armed, and drilled, the cadet houses and the central cadet institute correspond in organization and course of study to the so-called *Real* schools (*Real Schulen*), at which young men are prepared for the higher technical schools (*Techniche Hochschulen*). The *Real* schools again bear a certain resemblance to the Gymnasia, graduates (*Arbiturienten*) from either of which are ripe for the university or a higher technical school and need not undergo the ensign examination, the chief distinction between the *Real* school and the Gymnasia being that special attention is devoted in the former to the dead languages and classics, and in the latter to the sciences.

The Government maintains eleven "war schools" for the further education of the *officer aspirants*. There are in addition two war colleges, one at Berlin and one at Munich. There are two ordnance schools, an academy for the medical education of men who desire to become members of the medical corps, a military veterinarian college, two technical military academies for the further instruction of engineers and artillerymen, 10 noncommissioned officers' schools, and 9 schools for enlisted men or sons of soldiers or noncommissioned officers who desire to qualify for the grade of noncommissioned officer in the active army. In addition to these schools, which are maintained by the Government for the education of future officers and noncommissioned officers, it maintains other schools for the further training of the active officer. There are two infantry firing schools, a firing school for field artillery and for foot artillery, four schools for equitation, two cavalry telegraph schools, eight schools for horseshoers, and one gymnastic school for the instruction of noncommissioned officers in work connected with the physical training of the soldier and for bayonet and other fencing.

14. FRANCE.

The Government maintains the following schools for the instruction of officers: the War Academy, in Paris, and the following postgraduate schools for officers: School of Application for Artillery and Engineers, 1; School of Application for Cavalry, 1; School of Application for Ordnance Officers, 1; School of Application for Medical Corps, 1.

The following preparatory schools are maintained: Polytechnic; special military school at St.-Cyr; military school for infantry at

St.-Maixent; school for cavalry at Saumur; school for artillery and engineers, 1; school for military administration (Vincennes), 1; school for candidates for the military service, 1.

There is also a school for developing teachers of physical training throughout the army; a central musketry school; an artillery firing school; two other musketry schools for infantry; and one school for engineers. There is also a school for the instruction of officers belonging to the railway service; and at each army headquarters is maintained a school for the artillery officers serving with that corps-district. In the last few years a school for the scientific study of aeronautics has been established.

15. AUSTRIA-HUNGARY.

In addition to the cadet schools before mentioned, the Government maintains a war college at Vienna for the education of general staff officers; a school for military administration, to which are sent officers who are serving in the supply services; courses are also prescribed for *intendant* officers, superior supply officers, officers charged with purchase of clothing and equipment, subsistence officers and train. There is also maintained at each brigade headquarters a school for cavalry officers. There is a higher artillery school and a school for the technical branches of engineers, both military and civil. There are two telegraph schools, one for cavalry and one for infantry; a school for ordnance officers; a firing school for infantry; three schools for equitation, one of which is for infantry officers; a firing school for artillery; and a separate riding school for the training of drivers and riding instructors in the field artillery.

16. ITALY.

In addition to the military schools before mentioned, there are preparatory military schools maintained, one at Naples and one at Rome. These are for the sons of officers, and their education is carried out at the Government expense. The war college, at Turin, is charged with the instruction and training of general staff officers. There is a school of application for members of the sanitary service, somewhat similar to the schools of application for artillery, engineers, and cavalry. There is a central school of fire; a musketry school for infantry, at Palma, and one for field artillery at Nettino, while at Rome there exists a school for the instruction of the Royal Carbinieros, a species of military gendarmerie, and a school for fencing and gymnastics is maintained at the same locality.

17. RUSSIA.

Schools.—In addition to the schools before mentioned the Government maintains a war college at Petrograd for the education of general staff officers; a topographical school for training officers who belong to the topographical section of the general staff; an intendance school; an artillery academy; an engineer academy; a medical academy; a law academy; an electro-technical school; and a number of schools for the instruction of noncommissioned officers. For the further training of officers in schools of application, there is maintained a school for infantry fire; school for field artillery; a school for equitation for cavalry; and an aeronautical school.

18. GREAT BRITAIN.

The following schools are maintained by the Government: Royal Staff College, for the education of general staff officers; Royal Military Academy; Royal Military College; Ordnance College; Cavalry School; Camel Corps School; School of Gunnery; School of Military Enginering; Central Flying School; School of Musketry; Schools of Electric Lighting; Army Signal School; A. S. C. training establishment; Royal Army War College; Army Veterinary School; Royal Military School of Music; Duke of York's Royal Military School; Queen Victoria School.

METHODS OF ENTERING THE REGULAR ARMY—ROYAL MILITARY COLLEGE, SANDHURST.

Methods of entry.—There are two methods of obtaining admission to the Royal Military College:

1. By successful competition at an army entrance examination.

(*a*) The following enter without competition, provided they qualify in the obligatory subjects at an army entrance examination: King's Cadets; Honorary King's Cadets (10 annually); King's Indian Cadets (20 annually); Honorary King's Indian Cadets (3 annually); Pages of Honor.

2. On the nomination of the army council.

General qualification.—Candidates must be unmarried, and will not be accepted unless, in the opinion of the army council, in every way suitable to hold a commission.

All successful and nominated candidates must pass a medical examination.

Age.—Candidates must have attained the age of 17 and must not have attained the age of 19½ (the half year being reckoned by calendar months) on the 1st of June and 1st of December, respectively, for

admission to the college at the commencement of the ensuing spring and autumn terms.

Candidates of the West India Regiment may compete if under 21 years of age on the above dates.

ARMY ENTRANCE EXAMINATION.

General outline of the army entrance examination.—The army entrance examination is both qualifying and competitive, i. e., a candidate to be considered successful must obtain a qualifying minimum of marks in certain obligatory subjects and must, in addition, gain a sufficiently high place on the list to entitle him to one of the cadetships offered.

Certificates required.—The candidate, when called upon to do so, will be required to furnish the following:

1. An extract from the register of his birth; or, if this can not be obtained, a certificate of his baptism, or other documentary evidence accompanied by a statutory declaration made by one of his parents or guardians before a magistrate, giving the exact date of birth.

2. If the candidate holds a commission in the special reserve of officers, militia, or territorial force, a recommendation from the commanding officer of the regiment.

3. On Form A the names of two responsible referees (not tutors, relatives, or near connections), who having known him during the four years previous to the examination will furnish a certificate as to character.

Subjects:
- Class I—
  - Obligatory—
    - English.
    - English history and geography.
    - Mathematics A (elementary).
    - French or German.
- Class II—
  - Optional—
    - German or French.
    - Latin.
    - Greek.
    - Science (physics and chemistry).
    - Mathematics B (intermediate).
    - Mathematics C (higher).

All subjects in Class I must be taken up, and a qualifying minimum of 33 per cent of the maximum marks must be obtained in each. Only two of the subjects in Class II may be taken up, and if one of these is a modern language it must be different to the modern language selected in Class I.

In addition, free-hand drawing, to which 400 marks are allotted, may be taken up.

Certificate A, obtained in a unit of the officers' training corps, will entitle the holder to receive 200 marks.

NOMINATION TO CADETSHIP BY THE ARMY COUNCIL.

Conditions.—A certain number of suitable candidates, recommended by the headmasters of schools recognized for the purpose, are nominated to cadetships by the army council each half year.

To be eligible to recommendation by the headmaster a candidate must—

1. Have attended continuously for at least three years one or more approved schools and remain in residence at the school until the end of the term immediately preceding the nomination.
2. Be within the prescribed limits of age.
3. Be an efficient member of the school contingent of the officers' training corps.

PRIZE CADETSHIPS.

A certain number of prize cadetships are awarded to successful competitors (other than candidates for commissions in the West India Regiment) in order of merit at each half-yearly army entrance examination. Emoluments varying in value up to a maximum of £255 may be attached to a prize cadetship.

ROYAL MILITARY ACADEMY, WOOLWICH.

Method of entry.—Admission to the Royal Military Academy can only be gained by successful competition at an army entrance examination.

General qualifications.—Candidates must be unmarried, and will not be accepted unless, in the opinion of the army council, in every way suitable to hold a commission.

All successful candidates must pass a medical examination.

Age.—Candidates must have attained the age of 16½, and must not have attained the age of 19½ (the half year being reckoned by calendar months) on the 1st of June for the summer and on the 1st of December for the winter army entrance examination.

ARMY ENTRANCE EXAMINATION.

General outline of army entrance examination.—Same as for the Royal Military College.

Certificates required.—Same as for the Royal Military College.

Subjects:
- Class I—
  - Obligatory—
    - English.
    - English history and geography.
    - Mathematics, A (elementary).
    - French or German.
    - Science (physics and chemistry).
    - Mathematics, B (intermediate).
- Class II—
  - Optional—
    - German, French, Latin, or Greek.
    - Mathematics, C (higher).

All subjects in Class I must be taken up. Only one of the subjects in Class II may be taken up, and if it is a modern language it must be different to the modern language selected in Class I.

In addition, free-hand drawing, to which 400 marks are allotted, may be taken up.

Certificate A, obtained in the officers' training corps, will entitle the holder to receive 200 marks.

A candidate may, if eligible in respect to age, compete for both Royal Military Academy and Royal Military College at the same examination by taking up the subjects which are obligatory for the Royal Military Academy.

Medical examination.—Same as for the Royal Military College.

Prize cadetships.—A certain number of prize cadetships are awarded to successful competitors in order of merit at each half-yearly army entrance examination. Emoluments varying in value up to a maximum of £255 may be attached to a prize cadetship.

ROYAL MILITARY COLLEGE, KINGSTON, CANADA.

General qualifications.—The college has a wider scope than the English military colleges, as, besides military subjects, it teaches civil engineering, surveying, etc.

Seven commissions in His Majesty's Regular Army are granted annually to the students, viz: Royal Engineers, 1; Royal Artillery, 1; Cavalry, 1; Infantry, 1; Indian Army, 1; Army Service Corps, 2.

Candidates must be British subjects, and they or their parents must have resided in Canada for two years immediately preceding the examination; short periods of absence in Europe for purposes of education to be included as residence.

Age.—Between 16 and 20 on January 1st, preceding the examination.

General outline of tests which must be passed.—Admission by competitive examination.

COMPETITIVE EXAMINATION.

Papers and certificates required with application.—(1) Certified abstract from birth register in duplicate, or if not procurable, a declaration made before a magistrate; (2) a certificate of good character.

Subjects.—(1) Mathematics; (2) grammar and composition, English or French; (3) geography; (4) history, British and Canadian; (5) French; (6) Latin; (7) geometrical drawing; (8) chemistry; (9) free-hand drawing.

Medical examination.—The candidate must be medically examined before admission to the competitive examination.

MILITARY FORCES OF THE SELF-GOVERNING DOMINIONS AND CROWN COLONIES.

General qualifications.—A certain number of commissions are granted each half year to candidates from the self-governing dominions and Crown Colonies.

Candidates who fulfill the following conditions may be nominated by the governor general of a dominion or by the secretary of state for the colonies in the case of Crown Colonies. A candidate must:

(*a*) Be unmarried.

(*b*) Have attained the age of 20 and not have attained the age of 25 on April 1st if nominated in January, or on October 1st if nominated in July.

(*c*) Have qualified at any army entrance examination, or have passed one of the examinations accepted in lieu thereof.

(*d*) Have served as an officer in the local forces of the dominion or colony from which he is nominated, and have attended two annual trainings (each in a distinct year), or have seen active service in the field. A candidate for a commission in the Royal Artillery must be an officer of the artillery.

(*e*) Have been attached to a British regular unit or to a unit of the permanent military force of the dominion or colony for two consecutive months at any time *after* the completion of his first training, and have obtained a satisfactory report.

ARMY ENTRANCE EXAMINATION.

To whom to apply and date of application.—A candidate must apply to his commanding officer at such date as will allow of the application reaching the war office not later than April 1st or September 1st for a June or November examination, respectively.

Subjects.—Same as for candidates from the special reserve, militia, or territorial force.

FROM THE RANKS.

General qualifications.—A candidate for a commission from the ranks: (1) Must be specially recommended by his commanding officer; (2) must not be of lower rank than corporal; (3) must have two years' service; (4) must have a first-class certificate of education; (5) must have a clear regimental conduct sheet; (6) must be unmarried.

Age.—Must be under 26 years of age.

Medical examination.—A certificate from a medical officer as to fitness for service at home and abroad must be attached to the recommendation of the commanding officer.

General outline of tests which must be passed.—After the candidate's name has been approved by the Secretary of State he must pass in subject (*a*) as laid down in the King's Regulations. He is then duly gazetted, and granted an outfit allowance of £100.

IV. CONCLUSIONS.

19. COMPARISON.

A study of the various measures employed by the several European powers to recruit their corps of active officers brings out the following points:

1. In the German and English armies all officers come from the same school or from schools of similar rank.
2. In Austria-Hungary, Italy, and Russia there exists to a more or less extent, as in France, a certain dualism of origin.
3. The noncommissioned officers are recruited from the inferior material coming from military schools or from those who fail to qualify in an officer's examination.
4. All promote selected noncommissioned officers.
5. In Italy and France the material coming from the last-mentioned class receives a training at special schools before being commissioned.

RESERVE OFFICERS.

In all armies the officers for the reserve or the third line are recruited in practically the same way, viz: From former officers of the army who are furloughed, and from special candidates who have had at least a year's service with the colors or at a military school. Every endeavor is made to get as many reserve officers as possible, and, after having these men placed "at disposal" or "en complement," a certain period of training at stated intervals is required of them all. This is absolutely necessary as in no other way can they be kept up to a fairly high standard of training.

Attention must be called to the fact, however, that all these officers must be trained in the same great school, the active army (our Regular Army) or under its immediate guidance and example.

20. REMEDY AND RECOMMENDATION.

While our military system differs greatly from those of other nations, and our social conditions do not provide us with a ruling class, a satisfactory solution is nevertheless possible. The fact that our educational institutions provide us with a class superior in education and training to the average citizen who enlists to make up the rank and file of the Army makes it possible to solve this problem in a scientific manner. By taking advantage of this state of affairs, we are enabled to avail ourselves of the moral factor of superior knowledge and position produced by education.

The possibilities of the system proposed are set forth in a War College study entitled "Educational Institutions as a Source of Supply of Officers," and, therefore, this phase of the problem is not discussed here, but a remedy is proposed by organizing legally in each of these institutions one or more units of the reserve officers' training corps.

21. THE RESERVE OFFICERS' TRAINING CORPS.

Object.—The primary object of the reserve officers' training corps is to provide reserve officers for the Regular Army, its reserve units and the continental army, by maintaining at our civil educational institutions, college and university, as well as preparatory, a standard course of military instruction.

The organization of a unit at any educational institution must of necessity be based on agreement between the War Department and the institution itself, and a just balance must be maintained between the efforts of the War Department to obtain these badly needed trained officers and those of the institutions to provide a suitable academic training for each matriculate.

OUTPUT.

There are 567 colleges in the country with an enrollment of 170,000 male students, and the probability of obtaining a large number of trained officers by means of the reserve officers' training corps can be readily grasped. Of these 567 colleges, 62 collegiate institutions have an enrollment in their military departments of 26,352 students, and those graduated in 1915 numbered 5,200. If all of the 567 could be interested or incorporated in this movement the annual output might reach 15,000, or about 50 per cent of the probable number, 34,000, who are graduated each year.

During the past 10 years 44,529 young men have been graduated from collegiate institutions maintaining military departments, and these young men have pursued a course, both practical and theoretical, which insures a working knowledge of at least the rudiments of military training. Since 1912 the training has become more intensive and the graduates under this new system, numbering 15,323, are now better prepared to be officers; but it should be remembered that under the proposed system the course would be thoroughly standardized and the additional six months' service in the Regular Army would complete the training already started in the reserve officers' training corps.

In the past two months a number of universities of the nonmilitary type have indicated, through a voluntary movement on the part of the undergraduates, the desire of the students themselves to undergo a course in military training, and those students have asked for help from the War Department.

The proposed training corps, therefore, not only reaches out to include the institutions where this willingness is manifested but it also includes the land-grant institutions, which now, under the provisions of the act approved July 2, 1862, have compulsory military training for their male students. In fact, any college or university complying with necessary requirements can have organized thereat a unit of the corps.

COMPOSITION.

In order to provide for standardized training it is thought best to provide in the law for the organization of two divisions of the training corps: (1) The senior division, consisting of units organized at colleges and universities, and (2) the junior division, organized from units at all other institutions. The preparatory-school type of institution, such as St. John's Manlius, Culver Military Academy, Shattuck School, St. John's, Delafield, etc., is particularly well adapted for the organization of a unit of the junior division.

It is intended that the junior division shall act as a feeder for the senior division. The majority of students who are now receiving instruction in military schools of the preparatory type go to some college.

A large number, however, from the public and grammar schools of the country undertake a college education, and if provision be made for such institutions the efficiency of the senior division of the corps will be enhanced. For this reason it is believed that the junior division is an absolute necessity; first, with the idea of providing a center for elementary military instruction, and, second, to make use of these useful preparatory instructions.

In order to provide officers for the several branches of the service, the organization of training corps units of infantry, cavalry, field artillery, engineers, sanitary, and signal units will be necessary. A carefully prepared system of instruction has been laid out so as not to duplicate in the senior division the work given in the junior division. When cadets join the senior division a certain number of credits will be given to enable this transfer to be made on a just and sound basis.

INSTRUCTION.

The instruction laid down for cadets, until organizations other than infantry are formed, should include the following: (later schedules of instruction for cavalry, field artillery, etc., will have to be prepared.)

SENIOR DIVISION.

Subjects:

1. Infantry Drill Regulations (theoretical and practical), school of the soldier, school of the squad, school of the company, and school of the battalion.
2. Manual of Guard Duty.
3. Field Service Regulations: Service of information, service of security, marches, shelter, and orders.
4. Tables of organization, to include the (company) regiment.
5. Small Arms Firing Regulations: Theoretical principles, estimating distances, and target practice.
6. Military Law (Manual of Courts-Martial).
7. Topography: Map reading and road and position sketching.
8. Troop leading.
9. Military policy and military history.
10. Military hygiene.
11. Field engineering.

JUNIOR DIVISION.

Subjects:

1. Infantry Drill Regulations (practical).
2. Manual of Guard Duty.
3. Physical drill.
4. Military hygiene.
5. Visual signaling.
6. Bayonet exercises and bayonet combat.
7. Military history.
8. Small-arms firing (practical).
9. Camping and camping expedients.

CAMPS.

To afford practical experience for cadets of both divisions the initiation of a scheme for a number of camps should be required, especially at the institutions during the academic year. This will also enable the cadets of the senior divisions to obtain practical training

with troops; it being a well-known maxim that no school can provide so efficient a method of practical instruction for an officer as duty at the head of his unit.

Every opportunity should be given these units to serve at the side of organizations of the Regular Army, and with this end in view the law has been drawn to provide for this contingency.

It will be found necessary to provide Federal funds for the purpose of transporting members of the reserve corps to and from camps of instruction, as well as to provide for their messing while in attendance thereat. A number of different suggestions have been made relative to this important matter; but the principle that some provision must be made for these items of expense for the student is most apparent, and should be provided for by a definite amount of money appropriated for this purpose.

CONTROL OF INSTRUCTION.

It is manifest that each unit should be trained by its own officers under the supervision and guidance of the officer detailed at the institution. Experience gained from numerous inspections at various institutions shows that at least one officer of the Army should be assigned to every 400 cadets enrolled in the military department of the institutions.

The detail of noncommissioned officers at a number of institutions has shown that the services of suitable men can be utilized to great advantage. They have been valuable as armorers, instructors in small-arms practice, and to assist the professor of military science and tactics detailed thereat in many other ways.

Provision is therefore made in the proposed act for the detail and assignment, of not to exceed 500, for duty with units of the reserve officers' training corps. The duty required of these enlisted men will be analogous to that now performed by noncommissioned officers detailed with the Organized Militia.

Harmonious and coordinate control by the General Staff of the Army should exist, so as to assure standardization and also arrange for a proper flow of officers into the reserve corps from this reservoir.

CONDITIONS OF SERVICE.

It should be clearly understood that cadets of the reserve officers' training corps are not, as such, liable for active service; but their duty consists in undergoing training laid down for them upon entry into the unit.

University and school authorities should retain the ordinary powers of supervision and discipline, and it should be made clear to all that the maintenance of a high standard of discipline is needed to

assist in turning out efficient officers at the end of the training prescribed for the reserve officers' training corps.

In providing for the organization of a unit or units at any institution the number of students guaranteed under instruction should be a minimum of 100, while the minimum age of 13 years is provided for in the law, so as to include the youngest student in the preparatory type of institution. Upon enrollment as a member of the corps a distinctive badge should be worn, showing that the student is being trained for a commission as a reserve officer of the national forces.

Upon reaching the time for graduation the trained student should then be given a temporary commission as an additional second lieutenant in the Regular Army and undergo an intensive course of training as an officer, thus fitting him for assignment to duty with units of the reserve army or with the continental army. If a professional man, while a reserve officer, desires to move to any particular part of the country, a transfer as an officer to a reserve formation of the Regular Army or to a unit of the continental army organized in the vicinity of the locality in which he is required by his profession to locate can be easily accomplished.

Before entering upon his six months' training each reserve officer should be required to take the oath of allegiance and obligate himself to serve for 10 years as a reserve officer unless otherwise discharged by proper authority. This six months' service, which is in addition to his reserve service, is really a probationary term, which should enable his superior officers to determine whether or not he should be retained as a reserve officer, and if so, what grade he should be given. This provision has another advantage in that it will provide a certain number of officers for duty with Regular troops and to some extent counteract the effect of too much detached service for Regular officers, which will undoubtedly be quite large when it comes to organizing and training the proposed continental army units. This prevents a depletion of commissioned personnel serving with the Regular forces for at least six months of the year.

Briefly stated, a boy who is 13 years of age will enter the junior division of the reserve officers' training corps, pass through the course of instruction required, including such camps as may be provided, either at the institution or at some selected place during the summer vacation, and at the age probably of 18 years pass into the senior division. Here he remains for a definite period of from two to four years, and attends such camps as may be required of him during that period of training. Upon graduation, if found qualified, he acquires the status of a reserve officer and becomes a temporary additional second lieutenant for the period of six months, and if qualified, after undergoing this intensive course of instruction and training, he is assigned with definite rank to the reserve officers' train-

ing corps and to such duty as the War Department may consider necessary.

Exception.—It may be found that there will be members of the junior division who will have reached an age of approximately 19 years upon graduation from the preparatory school and from its training-corps unit, and for this reason some steps should be taken to make use of this material, especially if they have undergone *a special course of instruction*, have qualified and been pronounced proficient by the officer detailed with the unit at the institution. Proficiency in all subjects required for graduation from the senior division of the reserve officers' training corps should be assured by examination, both practical and theoretical. Exceptional cases will undoubtedly exist, and each one should be decided upon its own merits, because it is believed that the large majority of these young men in the junior division are too immature and have not sufficient academic or military training to be safely commissioned as reserve officers.

ADVANTAGES OF THE SYSTEM.

The main advantage of the proposed system is based on the fact that it makes use of existing agencies and the cadet units as they now stand, organized under the provisions of section 1225, Revised Statutes. No extra expenses will be needed for their organization, but under the patriotic directorship of experienced schoolmen who have been in this business for a number of years the corps unquestionably will expand and increase in efficiency.

To the youth of the country whose parents are financially able to support their children at school and college the system offers a decided benefit, not only from a physical standpoint and from the viewpoint of training a young man to perform his duties as a citizen in time of great national stress, but also because his future economic efficiency will be increased thereby.

A military training is most valuable educationally, because it not only quickens the mind, but also hardens the body. It seems but logical that parents would be pleased to have their sons undergo such training, not only in the junior division, but also that laid down for the senior division. This for the reason that the conditions as to future active service do not apply during service in the training corps, and no training corps unit could be called upon for war service. In addition, this training takes a young man before he has embarked on his life's profession, and therefore from an economical standpoint, when he is best able to receive preliminary training at this time, especially if he does not intend to take up a military career. In any event the physical and mental discipline obtained will be a valuable asset in his future career.

COMPARISON WITH THE ENGLISH OFFICERS' TRAINING CORPS.

It will be of interest to compare results obtained under a system somewhat similar to the one proposed, which has been in existence in Great Britain since 1908.

At the beginning of the war, in August, 1914, 6,322 men of the officers' training corps were gazetted for duty in the newly formed units of the Kitchener Army. From August, 1914, to March, 1915, 20,577 were appointed officers and, in addition, 12,290 served in the ranks of the new army.

When it is considered that the total number of colleges is far below the number in existence in the United States and the number of students very much less, it is clear that there exists in this country a source for such officers not excelled in any other.

A number of reports have been received as to the usefulness and efficiency of these officers who were trained in the British officers' training corps before and during the early part of the present war. Many suggestions have been made looking toward an improvement of this corps for the future, and among the most prominent are the following:

* * * On the principle, therefore, of striking while the iron is hot, I urge that our first act of peace be to make membership of the officers' training corps compulsory on all members of schools and universities. There are other reasons for this step, and the chief of them is discipline. The officers' training corps is purely an instructional and not a fighting force; compulsion to serve can meet with none of the objections which might possibly be urged against compulsion to fight. It is a hopeless travesty of discipline, and all that it implies, to put into the hands of boys and very young men the power to resign a duty out of pique or because the work appears irksome. However successful an officers' training corps, however full its ranks, its discipline can never be truly of the military type if members feel that the key to any difficult situation is in their hands and not in the keeping of their officers. If the last word is allowed to remain with the embryo soldier, he is learning the worst possible lesson he can learn and one that goes far to destroy any benefit he may otherwise have gathered from his apprenticeship. With men of mature age and with the honor of the regiment, permanent and not ephemeral, in their thoughts, this danger is not so acute. Nevertheless, it is a very real argument against any form of voluntary service, and unanswerable, unless the inducements to continue to serve are such as to outweigh any temporary temptation "to get one's own back."

There is, too, another strong reason for making membership of the officers' training corps compulsory, and that is to assure that there will be large numbers from which to make choice of officers. Under the voluntary system some of the very best men and boys are lost, and the more numerous the interests of the individual and the more capably they are fostered the greater the temptation to shirk his more obvious duty. I am not amongst those, if any such exist, who consider that training in an officers' training corps necessarily produces an officer. There are some men who will never make leaders, and the opportunity must exist to choose only those who have the natural aptitude as

well as the special training. Methods adopted perforce in the midst of a tremendous war will naturally give place in peace time to more reasoned judgment and keener discrimination. This will not be possible unless there are numbers—big numbers—to choose from. If the position of officers is made really difficult of attainment in all except the pecuniary way, the greater will be the competition to enjoy it. Once establish such a situation, as may easily be done in the after-enthusiasm of the war, and the problem of officering the special reserve and territorial force in peace time will no longer be a problem at all, always providing that such officers are treated with the honor and privileges which their place deserves. * * *

The principle laid down above has been found to be sound by officers who, in the past few years, have been engaged in the inspection of cadet units at our civil educational institutions, and they have recommended accordingly. It is interesting to note that this recommendation is sound and confirmed by actual war experience in England.

If this last suggestion be carried out at institutions at which an officer of the Army is detailed, there need never be any anxiety relative to furnishing the immense number of officers—about 60,000—needed for our next great war.

The training required for reserve officers is discussed in the War College study on "The Training and Uses of the Proposed Officers' Reserve Corps."

For convenience of reference a draft of the provisions creating the proposed officers' reserve corps is appended hereto.

No more important a subject than this can be brought up for discussion, and none is of greater interest. The soul of the Army rests in its officers, and a standardization of the character and training of this class should be assured above all things. Hence, the Regular Army should form the sole exemplar and guide, and the best material in its corps of officers should serve as instructors for reserve officers.

APPENDIX A.

Officers' Reserve Corps.

For the purpose of securing a reserve of officers available for service as temporary officers in the Regular Army as provided for in this act, and in section 8 of the act approved April 25, 1914, as officers for recruit rendezvous and depots, and as officers of volunteers, there shall be organized, under such rules and regulations as the President may prescribe, not inconsistent with the provisions of this act, an Officers' Reserve Corps of the Army of the United States.

The President of the United States is authorized to appoint and commission, by and with the advice and consent of the Senate, reserve officers in all grades up to and including the grade of major, such citizens of the United States as

upon examination prescribed by the Secretary of War are found physically, mentally, and morally qualified to hold such commission, the persons so commissioned to constitute and be known as the reserve corps of the several arms, corps, or departments in which they may be found qualified and commissioned by the President.

All persons now carried as duly qualified and registered, pursuant to section 23 of the act of Congress approved January 21, 1903, shall, for a period of three years after the passage of this act, be eligible for appointment in the Officers' Reserve Corps in the arm, corps, or department, for which they shall have been found qualified without further examination, except the physical examination, subject to the limitations as to age and rank herein prescribed.

Commissions duly issued by the President to officers of the officers' reserve corps shall be in force for a period of five years unless terminated in the discretion of the President; such officers may be recommissioned either in the same or higher grade for a consecutive period of five years, subject to such examinations and qualifications as the President may prescribe.

Officers of the officers' reserve corps shall have rank therein in the various arms, corps, and departments of said reserve corps according to grades and to length of service in their respective grades, and when employed on active duty shall rank next after all officers of same grades in the Regular Army and above all of the same grades in the Organized Militia and Volunteers.

When a volunteer force is authorized the Secretary of War may order officers of the reserve corps, subject to such subsequent physical examinations as he may prescribe, to temporary duty with the Regular Army in grades thereof which can not, for the time being, be filled by promotion as officers in volunteer organizations, as officers of recruit rendezvous and depots in such numbers as may be authorized by law. While such reserve officers are on such service they shall, by virture of their commission as reserve officers, exercise command appropriate to their grade and rank in the organization to which they are assigned and shall be entitled to the pay and allowances of the corresponding grades in the Regular Army with increase of pay for length of service as now allowed by law for officers in the Regular Army, to be computed on active duty only from the date upon which they are required by the terms of their order to obey the same. Officers of the reserve corps shall not be entitled to retirement or retired pay and shall be entitled to pension only for disability incurred in the line of duty and while in active service.

To the extent provided for from time to time by appropriations the Secretary of War is authorized to order reserve officers to duty with troops or at field exercises for periods not to exceed two weeks in any one calendar year, and while so serving such officers shall receive the pay and allowances of their grade. With the consent of such officers the Secretary of War is authorized to prolong this period or to order them for duty on boards or for consultation or advice to the extent justified by the amount appropriated and the public needs.

After all officers of the reserve corps of any arm, corps, or department have been called into active duty nothing should be construed to prevent the appointment of other officers of Volunteers in such arms, corps, or departments in such numbers and with such rank and pay as may be provided by law, nor should anything be construed to prevent the commission of any officer of the Regular Army as an officer of Volunteers before all the officers of the reserve corps have been utilized.

APPENDIX B.

[Jan. 27, 1916.]

A BILL To establish a reserve officers' training corps.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That for the purpose of securing a sufficient reserve of officers for the military forces of the United States the President is hereby authorized to establish and maintain in civil educational institutions a reserve officers' training corps which shall consist of a senior division organized at universities and colleges requiring four years of collegiate study for a degree, including those State institutions that are required to provide instruction in military tactics under the provisions of the act of Congress of July second, eighteen hundred and sixty-two, donating lands for the establishment of colleges where the leading object shall be the practical instruction of the industrial classes in agriculture and the mechanic arts, including military tactics, and a junior division organized at all other public or private educational institutions, and each division shall consist of units of the several arms or corps in such number and of such strength as the President may prescribe.

SEC. 2. That the President may, upon the application of any State institution described in section one of this act, establish and maintain at such institution one or more units of the reserve officers' training corps: *Provided,* That no such unit shall be established or maintained at any such institution at which an officer of the Army is not detailed as professor of military science and tactics or at any such institution which does not maintain under military instruction at least one hundred physically fit male students.

SEC. 3. That the President may, upon the application of any established educational institution in the United States other than a State institution described in section one of this act, the authorities of which agree to establish and maintain a two-years' elective or compulsory course of military training as a minimum for its physically fit male students, which course when entered upon by any student shall, as regards such student, be a prerequisite for graduation, establish and maintain at such institution one or more units of the reserve officers' training corps: *Provided,* That no such unit shall be established or maintained at any such institution at which an officer of the Army is not detailed as professor of military science and tactics, or at any such institution which does not maintain under military instruction at least one hundred physically fit male students.

SEC. 4. That the Secretary of War is hereby authorized to prescribe standard courses of theoretical and practical military training for units of the reserve officers' training corps, and no unit of the senior division shall be organized or maintained at any educational institution the authorities of which fail or neglect to adopt into their curriculum the prescribed courses of military training for the senior division or to devote at least an average of five hours per week per academic year to such military training; and no unit of the junior division shall be organized or maintained at any educational institution the authorities of which fail or neglect to adopt into their curriculum the prescribed courses of military training for the junior division or to devote at least an average of three hours per week per academic year to such military training.

SEC. 5. Eligibility to membership in the reserve officers' training corps shall be limited to students of institutions in which units of such corps may be established who are citizens of the United States or have legally declared their intention to become such, who are over thirteen years of age, and whose bodily

condition indicates that they are physically fit to perform military duty or will be so upon arrival at military age.

SEC. 6. That the President is hereby authorized to detail such numbers of officers of the Army, either active or retired, not above the grade of colonel, as may be necessary, for duty as professors and assistant professors of military science and tactics at institutions where one or more units of the reserve officers' training corps are maintained; but the total number of active officers so detailed at educational institutions shall not exceed three hundred, and no active officer shall be so detailed who has not had five years' commissioned service in the Army. Retired officers shall not be detailed under the provisions of this section without their consent. Retired officers below the grade of lieutenant colonel so detailed shall receive the full pay and allowances of their grade, and retired officers above the grade of major so detailed shall receive the same pay and allowances as a retired major would receive under a like detail. No detail under the provisions of this section shall extend for more than four years.

SEC. 7. That the President is hereby authorized to detail for duty at institutions where one or more units of the reserve officers' training corps are maintained such number of enlisted men, either active or retired, as he may deem necessary, but the number of active noncommissioned officers so detailed shall not exceed five hundred, and all active noncommissioned officers so detailed shall be additional in their respective grades to those otherwise authorized for the Army. Retired enlisted men shall not be detailed under the provisions of this section without their consent. While so detailed they shall receive active pay and allowances.

SEC. 8. That the Secretary of War, under such regulations as he may prescribe, is hereby authorized to issue to institutions at which one or more units of the reserve officers' training corps are maintained, such public animals, arms, uniforms, equipment, and means of transportation as he may deem necessary, and to forage at the expense of the United States public animals so issued. He shall require from each institution to which property of the United States is issued, a bond in the value of the property issued for the care and safe-keeping thereof, and for its return when required.

SEC. 9. That the Secretary of War is hereby authorized to maintain camps for the further practical instruction of the members of the reserve officers' training corps, no such camps to be maintained for a period longer than six weeks except in time of war or when war is imminent; to transport members of such corps to and from such camps at the expense of the United States so far as appropriations will permit; to subsist them at the expense of the United States while traveling to and from such camps and while remaining therein so far as appropriations will permit; to use the Regular Army, the continental army, and such Government property as he may deem necessary for the military training of the members of such corps while in attendance at such camps; to prescribe regulations for the government of such corps, and to authorize, in his discretion, the formation of company units thereof into battalion and regimental units.

SEC. 10. That the President alone, under such regulations as he may prescribe, is hereby authorized to appoint as a reserve officer, any graduate of the senior division of the reserve officers' training corps, or any graduate of the junior division, who shall have satisfactorily completed the courses of military training prescribed for the senior division and participated in such practical instruction as the Secretary of War may prescribe subsequent to graduation and who is twenty-one years of age and shall agree, under oath in writing, to serve the United States in the capacity of a reserve officer of the Army during a

period of at least ten years from the date of his appointment as such reserve officer, unless sooner discharged by proper authority, but the total number of reserve officers so appointed shall not exceed fifty thousand: *And provided*, That any graduate of the senior division of the reserve officers' training corps undergoing a postgraduate course at any institutions shall not be eligible for appointment as a reserve officer while undergoing such postgraduate course, but his ultimate eligibility upon completion of such postgraduate course for such appointment shall not be affected because of his having undergone such postgraduate course.

SEC. 11. That when any member of the senior division of the reserve officers' training corps has completed two academic years of service in that division, and has been selected for further training by the president of the institution and by its professor of military science and tactics, and has agreed in writing to continue in the reserve officers' training corps for the remainder of his course in the institution, including such camp training as shall be prescribed by the Secretary of War, he may be furnished at the expense of the United States with commutation of subsistence at such rate, not exceeding the cost of the garrison ration prescribed for the Army, as may be fixed by the Secretary of War, during the remainder of his service in the reserve officers' training corps.

SEC. 12. That any physically fit male citizen of the United States between the ages of twenty-one and twenty-seven years who shall have graduated prior to the date of this act from any educational institution at which an officer of the Army was detailed as professor of military science and tactics, and who while a student at such institution completed courses of military training under the direction of such professor of military science and tactics substantially equivalent to those prescribed pursuant to this act for the senior division, shall, after satisfactorily completing such additional practical military training as the Secretary of War shall prescribe, be eligible for appointment as a reserve officer and as a temporary additional second lieutenant in accordance with the terms of this act.

SEC. 13. That the President alone is hereby authorized to appoint and commission as a temporary second lieutenant of the Regular Army for a period of at least six months, with the allowances now provided by law for that grade, but with pay at the rate of $100 per month, any reserve officer appointed pursuant to this act, and to attach him to a unit of the Regular Army for duty and training during the period covered by his appointment as such temporary second lieutenant, and upon the expiration of such service with the Regular Army such officer shall revert to his status as a reserve officer.

SEC. 14. That no reserve officer or temporary second lieutenant appointed pursuant to this act shall be entitled to retirement or to retired pay, and shall be eligible for pension only for disability incurred in line of duty in active service or while serving with the Regular Army pursuant to the provisions of this act.

SEC. 15. That in time of war the President may order reserve officers appointed under the provisions of this act to active duty with any of the military forces of the United States in any grades not below that of second lieuenant, and while on active duty they shall be subject to the Rules and Articles of War.

SEC. 16. All laws or parts of laws in conflict with the provisions of this act are hereby repealed.

APPENDIX C.

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